WorkdayProCompensationExam

Workday Workday-Pro-Compensation

Version Demo

Total Demo Questions: 7

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QUESTION NO: 1

Refer to the following scenario to answer the question below.

A company pays its employees a monthly allowance. Plan targets are dependent on plan profile eligibility rules. There are 100 different types of plan profiles, each with a specific target amount for the eligible population. Sample plan profile eligibility criteria include:

Job Family = Human Resources $50 USD

Job Family = Sales $70 USD

Job Family and Country = Human Resources / Australia $78 AUD

Job Family and Country = Sales / Australia $110 AUD

The HR administrator has made some changes to the Sales job family. The job family now contains the job profile Sales Analyst. When accessing the Employee Compensation Audit report, what column will highlight the allowance plan for the Sales Analyst?

A. This plan won't appear on the report

B. Assigned Eligible Compensation Components

C. Unassigned Eligible Compensation Components

D. Assigned Ineligible Compensation Components

ANSWER: C

Explanation:

Unassigned Eligible Compensation Components is correct because the Sales Analyst job profile has been added to the Sales job family, making workers in that profile satisfy an allowance plan eligibility rule based on the Sales job family. The Employee Compensation Audit report is designed to identify the relationship between a worker's current eligibility and the compensation components actually assigned to that worker. When a change to organization or job-related data causes a worker to become eligible for a component, the audit can expose the resulting assignment gap. In this case, the allowance plan is eligible through the updated job-family membership, but it has not yet been assigned as a compensation component for the newly eligible population. Therefore, the report surfaces the plan in the column for eligible components that remain unassigned, allowing the compensation administrator to review and correct the assignment. This use of eligibility-driven auditing supports accurate administration of compensation plans after staffing-model or job-structure changes. Workday describes compensation as a configurable process that supports differentiated plans and worker populations in its Compensation product overview. Additional context on Workday's human-capital-management capabilities is available on the Workday HCM page.

QUESTION NO: 2

A company's employees based in Italy get paid 13 times in the year compared to the rest of the employees. What base pay plan supports additional months, weeks, or days of pay?

A. Unit salary plan

B. Hourly plan

C. Period salary plan

D. Salary plan

ANSWER: C

Explanation:

Period salary plan is correct because it is designed for salaried populations whose annual compensation must be represented across a defined number of pay periods rather than the standard annual-monthly pattern. In this case, the plan can accommodate Italy's thirteenth-salary practice by defining the additional salary period used for that employee population. Workday then retains the worker's salary as a compensation amount while applying the appropriate period configuration to support the required additional month, week, or day of pay. This is important for global compensation design because local statutory requirements and established market practices can require different salary-payment frequencies within the same tenant. A period salary plan enables compensation administrators to configure that local difference in the base-pay structure, while maintaining a consistent and auditable salary-management approach for the affected employees. The setup should be coordinated with the payroll calendar and eligibility rules so that the additional payment is applied only to the intended population and is processed in the correct period. Workday's public overview of its global payroll capabilities is available at Workday Payroll; customers can access detailed configuration guidance in the Workday Community.

QUESTION NO: 3

You are creating a compensation eligibility rule. The entry you are making in the Source External Field or Condition Rule column is displaying all valid fields and eligibility rules.

How can you exclude other condition rules?

A. Enter the prefix "field:" first before your entry.

B. Enclose your entry in brackets.

C. Enter your search in all capital letters.

D. Place an asterisk before your entry.

ANSWER: A

Explanation:

Enter the prefix "field:" first before your entry. In the Source External Field or Condition Rule prompt, Workday supports a type-ahead qualifier that narrows the prompt's results to external fields rather than returning both external fields and previously configured condition rules. Adding **field:** before the search term tells Workday to treat the term as a field search. For example, entering **field:Worker Type** limits the available results to matching worker-related fields, allowing the administrator to select the appropriate field for the eligibility condition without sorting through condition-rule results. This is particularly useful when field names and rule names are similar, or when a tenant contains many reusable eligibility rules. The qualifier affects the search and selection experience in that column; after selecting the field, the eligibility-rule configuration can continue with the applicable operator and comparison value. Workday Compensation eligibility configuration is part of the broader compensation framework used to determine which workers qualify for compensation processes and plans. For product context, see Workday Compensation and Workday's Community portal, where authenticated customers can access tenant-version-specific configuration documentation.

QUESTION NO: 4

A compensation partner runs the Employee Compensation Step Progression Audit report and notices seven employees listed on the report.

What should you do?

A. Use the Schedule Automatic Step Progression task to move eligible employees to the next step.

B. Use the Maintain Compensation Steps task and add a progression rule to the steps.

C. Use the Change Job business process to move the employees on the report to a new compensation grade and step.

D. Use the Set Up Grade Job Profile Adjustment task to update the grade assigned to the employees on the report.

ANSWER: A

Explanation:

Use the Schedule Automatic Step Progression task to move eligible employees to the next step. The Employee Compensation Step Progression Audit report identifies employees whose configured compensation-step progression conditions have been met but whose progression has not yet been processed. A compensation partner should use the scheduling task to evaluate the eligible population against the applicable compensation step progression rules and effective dates, then automatically advance qualifying workers to their next eligible step. This supports consistent application of the organization's compensation structure and avoids manually processing individual worker changes when an established progression process applies. Before scheduling, the partner should confirm the intended effective date and review the population returned by the audit so the processing aligns with the organization's compensation calendar and governance practices. The task can be scheduled to run at an appropriate recurring cadence, helping ensure that workers become eligible and progress according to the configured rules without relying on manual follow-up. Workday describes compensation as a centrally managed framework for administering pay programs and structures; see Workday Compensation. Customers with the appropriate access can consult the detailed task and report configuration guidance in Workday Community.

QUESTION NO: 5

A step-based compensation grade has three steps. Employees can progress from Step 1 to Step 2 only after 18 months in the step and 1,000 qualifying hours worked. Employees must also have a performance rating other than Poor.

What configuration supports this progression requirement?

A. Set a duration of 18 months only.

B. Set a progression rule that evaluates qualifying hours only.

C. Set a duration of 18 months and a step progression rule that evaluates qualifying hours and performance rating.

D. Assign a Poor performance-rating condition to Step 1 and set a duration of 18 months.

ANSWER: C

Explanation:

Configure a duration of 18 months and a step progression rule that evaluates both the 1,000 qualifying-hours requirement and the performance-rating condition. The duration controls the time in step, while the progression rule evaluates the additional conditions that must be satisfied before advancement.

Using only a duration would ignore the hours and performance requirements. Assigning the condition to the first step would not control movement into the next step; the progression requirement must apply to the advancement into Step 2.

QUESTION NO: 6

A compensation administrator changes an eligibility rule on an existing bonus plan. Before completing the change, the administrator needs to identify every compensation component in the tenant that also uses that eligibility rule.

What report should the administrator run?

A. Employee Compensation Audit

B. Employee Compensation Details

C. Compensation Spreadsheet

D. Compensation Rule Assignment

ANSWER: D

Explanation:

Run **Compensation Rule Assignment**. This report identifies compensation components that use eligibility rules, allowing an administrator to understand the potential configuration impact before changing or retiring a rule.

Employee Compensation Audit focuses on worker assignments and eligibility outcomes. Employee Compensation Details provides a worker-level view of assigned and eligible components, rather than a configuration-level inventory of components associated with a rule.

QUESTION NO: 7

A recruiter is proposing compensation for a candidate during the offer stage. The recruiter would like to change the value of the home internet allowance from $50 AUD to $100 AUD, but they are unable to.

Why is the recruiter unable to change the amount?

A. The allowance plan is not included in the compensation package.

B. The candidate is eligible for more than one compensation package.

C. The candidate is not eligible for a plan profile.

D. The allowance plan has the No Override checkbox selected.

ANSWER: D

Explanation:

The allowance plan has the No Override checkbox selected. In Workday compensation configuration, an allowance plan can supply a default amount for a worker or candidate during a staffing transaction such as an offer. Selecting No Override makes that configured plan amount non-editable in the transaction, so the recruiter can view the $50 AUD allowance but cannot replace it with $100 AUD. This control supports consistent application of an employer's allowance policy by ensuring that users processing offers cannot make ad hoc changes to the plan value. If the business needs recruiters to adjust the home internet allowance for individual offers, a compensation administrator must review the allowance plan's configuration and remove or alter the override restriction as appropriate, while considering security access and the organization's compensation governance. The behavior described is therefore specifically explained by the plan-level override setting, rather than by the candidate's package or profile eligibility. Workday's compensation product supports configurable compensation plans and governance controls; see Workday Compensation and the Workday Community for tenant-specific configuration documentation available to authorized customers.